



Equality Impact Assessments –

2023/24 Medium Term Financial Plan

Public Health & Regulatory Services – January 2023

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Medium Term Financial Plan Initial Equality Impact Assessment 2023/24



1. The Proposal

Directorate: Public Health and Regulatory Services

Service area: Regulatory Services

Budget references: PH1-3

Budget reduction proposals: Budget savings within Regulatory Services, covering Housing, Consumer Protection and Environment Protection related services. Will include opportunity to increase income and reduce expenditure.

Budget saving for this financial year: £80,000

Description of the proposal:

Savings proposals across the regulatory services functions totalling £80,000 are based on opportunities to increase income, review service demand, and explore new models of delivery. Review will be completed in conjunction with investment plan for public health grant to ensure key public health outcomes delivered by these services are maintained.

Summary of changes:

Savings are based on a mix of additional income, new models of service delivery and realignment of public health grant investment around delivery of key public health outcomes in protecting health and wellbeing.

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

If yes, please describe what steps you have taken to review the equality impacts from previous years?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income			X				X
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.

Any changes to income may create some additional pressure on those paying for services but increases are within standard annual uplifts applied across all Council services or are voluntary paid for services e.g. quicker reinspection after food safety visit.

Please describe how you will communicate these changes to your customers

Any changes in models of delivery would be communicated to local businesses or residents through existing established communication channels.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

5. Consolidation savings

Please complete only for medium or high impact areas.

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
_____	_____
_____	_____
_____	_____
	Total

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

None.

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager:

Matt Lenny, Director of Public Health and
Regulatory Services

Date:

16th January 2023

1. The Proposal

Directorate:	Corporate Services Directorate
Service area:	Cross cutting
Budget reference:	PH4
Budget reduction proposal:	Annual uplift to fees and charges to cover inflationary cost of services – PH&RS
Budget saving for this financial year:	£10,000

Description of the proposal:

The council will continue its policy to apply an annual uplift to the budgets for fees and charges it levies on its services, based upon published external inflationary rates.

Summary of changes:

Customers currently pay specific fees and charges for a wide range of activities and services such as building control services, planning application or land charges fees, car parking, leisure activities or care related charges.

Some of these fees and charges are set nationally and the council is legally required to adopt these levels, whilst other fees and charges are set at local levels using the council's discretion. This specific savings proposal relates to fees and charges that are levied across all council services and so a breakdown has been provided below to show the impact for each directorate. These values will then be shared across all relevant service area budgets within each of the directorates.

It is proposed that the budgets associated with the fees and charges levied by the council will be inflated by 1.25% with effect from April 2022 to reflect the council's financial policy of annually inflating charges to cover the increased costs for goods and services.

It should be noted that whilst this proposed increase may be lower than some current national inflationary measures such as the Retail Prices Index or the Consumer Prices Index, the baseline proposal takes into account both the average increase in income budgets that is realistically feasible to achieve and also the average level of increased costs that the council will incur. For example;

- Not all services can increase their fees – exclusions would include planning fees
- Not all services can generate an increase in the level of income even if fees are inflated by more than the 1.25% - examples include adult social care

fees which are limited to the individual circumstance of a customer and their ability to pay

It is important to note that this is a baseline increase and that where it is possible to increase income levels above this baseline sum, then a specific MTFP savings proposal will be tabled elsewhere within the papers. This provides more transparency into the decision-making process and enables stakeholders to review and assess the individual impacts of each change as these are very likely to be different for each individual service area.

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

CORP S1 – 2022/23 MTFP budget proposal to increase income budgets

If yes, please describe what steps you have taken to review the equality impacts from previous years?

n/a

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income			X				X
People in particular age groups				X			

People in particular faith groups	X			
People who are married or in a civil partnership	X			
Transgender people	X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:	X			

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.

There will be a minimal impact on customers although it is accepted that this may impact on customers with lower income levels should they access a service which has a charge associated with it.

Please describe how you will communicate these changes to your customers

Annual fees and charges are approved prior to the start of each financial year with the decision maker being dependent upon the level of the increase. For example;

- increases below 5% are approved by the relevant Director
- increases between 5% and 10% are approved by the relevant Executive Member
- increases over 10% are approved by the Executive

When fee increases have been agreed they will be published on the council's website.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

n/a

5. Consolidation savings

Please complete only for medium or high impact areas.

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

n/a

Is a further detailed equality impact assessment needed?	Yes	No
If 'yes', when will the further assessment be completed?	n/a	

Service Manager:

Melanie Watts

Date:

13th November 2022387

1. The Proposal

Directorate:	Public Health
Service area:	Across directorate
Budget reference:	PH5
Budget reduction proposal:	Remodel team structure and limit recruitment against restructure plans agreed earlier in 2022. New reporting lines and allocation of functions to share increased workload. Will deliver savings to also support further alignment in 22/23
Budget saving for this financial year:	£118,000

Description of the proposal:

Original plans to expand the team structure (developed in 2021) have been scaled back by three posts in order to mitigate cost pressures across a range of services. This does not impact on existing posts, other than needing to allocate functions differently to ensure key priorities are addressed.

Summary of changes:

Changes in these areas are achievable through not proceeding with further investment in staffing structures and through use of any increase in the public health grant to mitigate cost pressures.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

If yes, please insert reference number and year of assessment?

If yes, please describe what steps you have taken to review the equality impacts from previous years?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None
 + = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.

No changes to current service delivery.

Please describe how you will communicate these changes to your customers

No changes to communicate.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

5. Consolidation savings

Please complete only for medium or high impact areas.

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
	Total

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? No

If 'yes', when will the further assessment be completed?

Service Manager: Matt Lenny, Director of Public Health and Regulatory Services

Date: 16th January 2023

1. The Proposal

Directorate:	Public Health
Service area:	Health and care public health
Budget reference:	PH6
Budget reduction proposal:	Reduce allocation of budget to GP delivery of health checks and target provision in areas of higher deprivation or high-risk workplace settings
Budget saving for this financial year:	£30,000

Description of the proposal:

There has been a consistent underspend of approximately £30,000 in this programme budget because uptake of health checks dropped considerably during the pandemic and recovery has been slow due to challenges around primary care capacity to deliver this intervention.

The proposal is to provide for any future growth in demand through efficiencies gained across all areas of primary care contracting including developing integrated commissioning across Bristol, North Somerset and South Glos (BNSSG). This approach will not affect access to these services at local GP practices which will continue to be provided in the same way as they are currently

Summary of changes:

A review of commissioned services across primary care is being carried out alongside colleagues in BNSSG to identify ways to improve and target inequalities in access and outcomes. This will create more consistent and efficient ways to deliver services, including increased targeting of health checks and interventions that reduce risk of cardiovascular disease at cohorts that would achieve the most benefit.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

If yes, please insert reference number and year of assessment?

If yes, please describe what steps you have taken to review the equality impacts from previous years?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.

Health checks will continue to be available to local residents via GP surgeries in the same way they are now. A review of commissioning of public health services across BNSSG will help to improve access for people in more vulnerable groups, such as those listed above. The nature of benefits will become more defined as the review progresses.

Please describe how you will communicate these changes to your customers

No change in public access or support through this proposal. Enhanced ways to access support will be communicated as the new model is progressed.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

5. Consolidation savings

Please complete only for medium or high impact areas.

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager: Matt Lenny, Director of Public Health and Regulatory Services

Date: 12th December 2022

1. The Proposal

Directorate:	Public Health
Service area:	Health improvement
Budget reference:	PH7
Budget reduction proposal:	Seek economies of scale in delivery of settings programmes and reduce funding to support some interventions e.g. mental health training
Budget saving for this financial year:	£20,000

Description of the proposal:

Expansion of the settings-based programmes across the life course – early years, schools and workplace health – has created the opportunity to develop more efficient systems, for example, a single digital platform for the public to access support. Alongside that, some interventions will now be funded from the Health and Wellbeing Strategy action plan, for example, dedicated funding for improving adults and children’s mental health and wellbeing including training.

Summary of changes:

The changes are based on efficiencies and substitute funding from an integrated budget of public health and Integrated Care Board investment. This will not impact on the current model of service delivery around the settings-based programme or mental health training.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

If yes, please insert reference number and year of assessment?

If yes, please describe what steps you have taken to review the equality impacts from previous years?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.

No change to current service delivery model.

Please describe how you will communicate these changes to your customers

No changes to communicate but information about services and support are consistently communicated through a range of established channels.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

5. Consolidation savings

Please complete only for medium or high impact areas.

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
	Total

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager: Matt Lenny, Director of Public Health and Regulatory Services

Date: 12th December 2022